



**EDGAR KAUSEL**  
**[ekausel@uc.cl](mailto:ekausel@uc.cl)**

## **I. EDUCATION**

- Ph.D. in Management, University of Arizona  
Minor: Statistics and Measurement 2010
- Psychologist, Universidad Católica de Chile  
Including Professional Degree in Industrial-Organizational Psychology 2000

## **II. ACADEMIC POSITIONS**

- Associate Professor, Business School of Administration,  
Pontificia Universidad Católica de Chile 2016 - Present
- Assistant Professor, Business School of Administration,  
Pontificia Universidad Católica de Chile 2015 - 2016
- Associate Professor, Business and Economics Faculty,  
Universidad de Chile 2014 - 2015
- Assistant Professor, Business and Economics Faculty,  
Universidad de Chile 2010 - 2014

## **III. AREA OF SPECIALIZATION AND MAIN COURSES**

- Area: Organizational Behavior, Human Resources Management, Behavioral Decision Making.
- Main Courses: Comportamiento Humano en las Organizaciones, Tópicos en Toma de Decisiones y Racionalidad, Negociación, Negociación y Resolución de Conflictos.

## **IV. RESEARCH**

### ***1. Recent Publications***

- Kausel, E. E., Carrasco, F., Reyes, T., Hirmas, A., & Rodriguez, A. (Forthcoming). The Evolution of Overconfidence: A Growth Curve and Cross Lagged Analysis of Accuracy, Confidence, Overestimation, and their Relations. *Thinking & Reasoning*.
- Howes, S., Kausel, E., Jackson, A. & Reb, J. (Forthcoming). When and Why Narcissists Exhibit Greater Hindsight Bias and Less Perceived Learning. *Journal of Management*.
- Reyes, T., Vassolo, R., Kausel, E., Peña, D. & Zhang, S. (Forthcoming). Does overconfidence pay off when things go well? CEO overconfidence, firm performance, and the business cycle.



#### Strategic Organization.

- Kausel, E., Ventura, S. & Rodríguez, A. (2019). Outcome bias in subjective ratings of performance: Evidence from the (football) field. *Journal of Economic Psychology* doi.org/10.1016/j.joep.2018.12. (WoS)
- Kausel, E., Slaughter, J., Evans, J. M., & Stein, J. H. (2019). Do Findings from laboratory experiments on preferential selection generalize to cognitively-oriented tasks? A test of two perspectives. *Journal of Business and Psychology*. doi:10.1007/s10869-018-9590-5 (WoS)
- Jackson, A., Howes, S., Kausel, E., Young, M. & Loftis, M. (2018). The reciprocal relationships between escalation, anger, and confidence in investment decisions over time. *Frontiers in Psychology*. (WoS)
- Kausel, E., Ventura, S., Vargas, M., Diaz, D. & Vicencio, F. (2018). Does facial structure predict academic performance? *Personality and individual differences*, 129, 1-5. (WoS)

#### **2. Other publications and Book Chapters.**

- Kausel, E.; Barros, E.; Leiva, P.; Madrid, H.; Muñoz, G.; Tagle, MP.; Valenzuela, S. (2017) History of Industrial and Organizational Psychology in Chile. In: Steven Rogelberg, editors. *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, California: Sage Publications; 2017. p. 629-631.
- Kausel, E. (2015) Mastering' Metrics: The Path from Cause to Effect. (Book review). *Personnel Psychology*, 68 (4), 931-933.
- Kausel, E. (2015) Scholarly impact in the organizational sciences in and from Iberoamerica: A personal reflection. *Management Research: The Journal of the Iberoamerican Academy of Management*, 13(1), 124-134.
- Figueroa, L., Bargsted, M., Escudero, A., Gempp, R., Kausel, E., Mladinic, A., Peralta, J., Ramírez, R., & Valenzuela, S. (2016). Orientaciones técnicas y estándares para procesos de reclutamiento, evaluación y selección de personas en contextos laborales. (*Technical orientations and standards for personnel selection processes*). Colegio de Psicólogos de Chile. Santiago, Chile.

#### **3. Manuscripts under Review**

Chacon, A., Kausel, E. E., & Reyes, T. Punishing Misbehaving Machines?  
A Longitudinal Study of Algorithm Use. Under review, *Organizational Behavior and Human Decision Processes*.

#### **4. Work in Progress.**

- Kausel, E. E., Ventura, S., & Bonaccio, S. Gender differences in advice taking: A meta-analysis. *Target journal Academy of Management Journal*.



- Kausel, E. E. , Carraha, F., Reyes, T., & Pezzuti, T. Does a ‘Nudge’ Intervention Improve Performance Ratings? Target journal Journal of Applied Psychology.
  - Zhang, D. C. & Kausel, E. E. Why do interviewers love their own questions? The role of labor, effort, and justification. Target journal Personnel Psychology.
  - Kausel, E. E. & Dalal, D. K. Risk Propensity and Career Success: Does the Goldilocks Principle Apply? Target journal Personnel Psychology.
- Chacon, A., Kausel, E. E., & Reyes, T. “Reversing Algorithm Aversion? People are willing to use Algorithms They Perceive as Learning”. Target journal Management Science.

## V. SELECTED SCIENTIFIC PRESENTATIONS

- Annual meeting of Chilean Business Schools (Encuentro Nacional de Escuelas y Facultades de Administración de Chile, ENEFA), Santiago, Chile.  
Presented Paper: Punishing Misbehaving Machines? The Dynamic Nature of Algorithmic Advice Utilization.
- Annual meeting, Society for Industrial and Organizational Psychology, 2020, USA (online).  
Presented Paper: Punishing Misbehaving Machines? The Dynamic Nature of Algorithmic Advice Utilization.
- Society for Industrial and Organizational Psychology Conference, 2019, USA  
Presented Paper: Individual Differences in Risk Propensity in Organizations.
- Annual meeting, Society for Industrial and Organizational Psychology, 2019, USA  
Presented Paper: Why do interviewers love their own questions? The role of labor, effort, and justification.
- Annual meeting, Society for Industrial and Organizational Psychology, 2019, USA.  
Paper Presented: Risk Propensity and Career Success: Does the Goldilocks Principle Apply?
- Annual meeting of the Association for Psychological Science, 2017, USA  
Presented Paper: Does a ‘Nudge’ Intervention Improve Performance Ratings?

## VI. EDITORIAL WORK

- Invited Associate Editor: Personnel Assessment and Decisions 2018
- Editorial board: Journal of Business and Psychology 2012 - Present
- Personnel Psychology, book review section 2014 - 2019
- Grant reviewer, National Science Foundation 2018

## VII. OTHER RELEVANT POSITIONS AND ACTIVITIES

- Advisor at ‘Yo Emprendo’ (‘I’m an entrepreneur’) Program, Ministry of Economy,



- Chile 2019 - Present
- Board member at Economics and Psychology Unit, Ministry of Economy, Chile 2019 -
- Member of Evaluation Board for Fondecyt and Becas Chile Scholarship 2018